



Frequently Asked Questions

1. What is DIMHRS (Pers/Pay)?

The Defense Integrated Military Human Resources System (DIMHRS) for Personnel and Pay (Pers/Pay) will be a fully-integrated, all-Service, all-Component, military personnel and pay system that will support military personnel throughout their careers and retirement—in peacetime and war. With DIMHRS (Pers/Pay), 3.1 million military Service members will be able to access their personnel and pay records via the Internet, eliminating the need for multiple human resources databases and paper forms.

DIMHRS (Pers/Pay) will provide each Service member with a single, comprehensive record-of-service that will be available to the Service member, allowing individuals to update select personal information. The personnel records will be available to Service personnel chiefs, Combatant Commanders, military personnel and pay managers and other authorized users throughout the Department of Defense (DoD) and other federal agencies. This web-based human resource tool will be open for business 24 hours, daily.

2. Why is DIMHRS (Pers/Pay) needed?

DIMHRS (Pers/Pay) will solve the following problems:

- ◆ The Office of the Secretary of Defense, joint command managers and other users of military personnel information are hindered by the lack of standard data definitions and cannot make necessary comparisons across the Services.
- ◆ Military Reservists who are called up for duty are sometimes “lost” in the system; impacting their pay, credit for service and benefits.
- ◆ Combatant Commanders do not have access to accurate or timely information on personnel needed to assess operational capabilities.

With DIMHRS (Pers/Pay), Commanders of joint and multi-Service units will have the ability to access personnel information for all members assigned to their units regardless of branch of Service.

3. Why is the program designated DIMHRS (Pers/Pay)? Are there other DIMHRS programs?

DIMHRS (Pers/Pay) is the first of the DIMHRS enterprise systems. At this time, there are no other DIMHRS programs. In 1998, however, congressional language expanded the scope of the DIMHRS program to include future manpower and training components [1999 Defense Appropriation Act, Sect. 8147].

4. What is the goal of DIMHRS (Pers/Pay)?

When implemented, DIMHRS (Pers/Pay) will provide accurate and timely data on military personnel, standardized data for comparison across Services and Components, integrated personnel and pay functions, track personnel in theater and record both pay and service credit for Reservists. “Track personnel in theater” in this context means the ability to associate a Service member with an organization at a given point in time.

5. What is DIMHRS (Pers/Pay) replacing?

DIMHRS (Pers/Pay) will subsume approximately 80 existing manpower, personnel and pay processing systems across the four Services and the Defense Finance and Accounting Service (DFAS).

6. What is the value of DIMHRS (Pers/Pay) to each Service?

By standardizing human resources information and processes across the Services, personnel and pay information can be shared across Components and throughout the DoD. DIMHRS (Pers/Pay) will also allow commanders and leaders to more easily identify and use their human resources, making competency skill matches more efficient for example.

DIMHRS (Pers/Pay) will provide the following:

- ◆ Integrated personnel and pay processes;
- ◆ Common database for all Services and their Reserve components;
- ◆ Common processes across all Components and Services;
- ◆ Assistance in streamlining processes;
- ◆ Reduced maintenance and support costs for human resources information technology systems; and
- ◆ Open architecture.

The implementation of a common DIMHRS (Pers/Pay) will provide the military Services a fully-integrated military personnel and pay system that will be supported in a common operating environment, thereby reducing operation and maintenance costs.

7. When will DIMHRS (Pers/Pay) be implemented?

The Army is scheduled to be the first to receive DIMHRS (Pers/Pay) approximately two years following exercise of the contract option. The Navy, Marine Corps and Air Force will be rolled-out consecutively.

8. What is the relationship between DIMHRS (Pers/Pay), Northrop Grumman, and PeopleSoft?

Northrop Grumman, the Development and Implementation contractor will use the PeopleSoft product as the basis for DIMHRS (Pers/Pay). The DoD is committed to using the product without modification except where necessary to meet mission essential requirements. Northrop Grumman will offer alternatives and recommendations for addressing functional “gaps” (requirements not supported by PeopleSoft).

9. Where can I find more information about DIMHRS (Pers/Pay) on the Internet?

To find out more about DIMHRS (Pers/Pay) functional requirements, go to <https://www.mpm.osd.mil> and for more Information on DIMHRS (Pers/Pay) acquisition, please visit <http://www.peo-it.navy.mil>.